

# Senior Youth Worker Application Pack



Dear Applicant,

Thank you for your interest in working with Peer Power Youth. This pack contains information about the role and how to apply.

Peer Power Youth was founded as a response to what children and young people across England and Wales said needed to change to improve support services like youth justice, mental health and social care, and because of my own lived experience of adversity and trauma. We are a diverse and friendly team, and the successful applicant can expect to work in a flexible, positive, and wellbeing-focused environment with generous staff benefits. More on these [here](#).

It's an exciting time to join Peer Power Youth as a **Senior Youth Worker** as we begin developing our new strategic plan. We are keen to find the right people who live our values, are passionate about empathy, relationships and shared decision making, committed to social justice, and have a deep understanding of the effects of inequality for young people especially those linked to systemic oppression and experiences of Youth Justice, Children's Social Care and Health systems.

We are embedding anti-racist and anti-oppressive practices across our business plan, projects, policies and recruitment processes, and are committed to being an equitable workplace. Our recruitment process is built to eliminate unconscious bias, e.g. applications are anonymised before review by the panel. We encourage applications from people who are underrepresented in the charity sector, and particularly those who have lived experience of the systems it is our mission to change, such as in justice, social care or healthcare.

Even if you feel you don't meet all the essential criteria, please do still apply or get in touch for a chat to discuss if you feel called to the role. Please also let us know if we can do anything at any stage to make the application process more accessible for you.

With our kindest wishes,

Anne-Marie Douglas & Nic Kidston, Co-CEOs

## About Peer Power Youth

Peer Power Youth is a charity with national impact, that leads with empathy and does vital work to support young people who have experienced trauma.

We provide young people with life skills, training and work experience. We work together to create real change for others in mental health services, justice and social services. You can learn more about us at our socials or our website [here](#).

We care for young people, sometimes at the most difficult times in their lives, and we give them the time they need, for as long as they need. We build on strength and lead with empathy, which means that we know what's needed to build trusted relationships and improve support services, because many of us have had similar experiences.

At Peer Power Youth, everything we do is centred around young people and we work alongside young people who have designed and developed our organisation from the start. We want to make sure that the young people who are not usually heard in society ARE heard.

We are a small charity of around 16 people in the core team across London and the Southeast. We work in the community, in justice or care system settings, and in the office or from home dependent upon the role. Most people work 3-4 days a week dependent on their weekly hours, and we offer flexible working.

## About the role of Senior Youth Worker

This role is a key part of the team at Peer Power Youth. You will be responsible for leading, delivering and evaluating young people's involvement in our creative 'voice and influence' projects, where you will co-create and work alongside young people in secure settings and the community. You will have the chance to lead on a specialist area of work within the team.

You'll be working alongside Youth Worker colleagues to develop strong, trusted and caring relationships with a cohort of young people, and you will ensure that activities are co-created, creative, safe, inclusive, and develop the skills and expertise of the young people involved.

It's a great time to join Peer Power Youth! We have recently secured key funding to strengthen and develop the charity and deepen our impact for system change and positive change for young people. During 2024 we will be co-creating an ambitious new strategy and vision ahead for 2025 –2030. You can support this as part of our valued community that spans young partners, trustees, advisory forum and our staff team.

Keep reading for more information on the role!

### An average week might look like:

- ★ Delivering 'voice and influence' or 'wellbeing' sessions alongside young people and artists in a youth secure setting, community base, or occasionally online
- ★ Supporting and preparing young people to attend meetings and have their voices heard with professionals such as those working in the NHS, justice services or Parliament
- ★ Planning sessions, doing risk assessments, maintaining records on our CRM system and administration such as emails and meeting bookings
- ★ Training and supporting Peer Leaders, who hold casual peer worker roles in the charity

- ★ Working alongside the Senior Youth Engagement Coordinator to ensure young people's meaningful involvement in projects that aim to change systems in health, justice, and social care
- ★ Evaluating and reporting on the impact of projects on young people's lives, working with an external Evaluation Specialist in the future to support them to develop a strategy for us to do this work
- ★ Ensuring the welfare of young people by referring them into specialist services where required, meeting with colleagues/professionals about their safety and safeguarding, and partnership working
- ★ Having one-to-one and group sessions with Peer Leaders to support their development and help them work towards their goals

## How to Apply

Please apply by [completing this application form](#).

We try and make the recruitment process as accessible as possible, so there is an option in the form to add a link if you'd like to answer the questions in an alternative format, e.g. video or voice note. You can also use this section to share any other relevant content with us if you wish.

Your application will be anonymised for the initial screening and you will then be contacted once shortlisting has taken place.

**Please note** that using AI will result in your application being withdrawn. Please contact us in advance if you'd like to use tools to make the process more accessible.

If you have any questions or issues, please contact:

[recruitment@peerpower.org.uk](mailto:recruitment@peerpower.org.uk)

**Please apply by the closing date of **Monday 11<sup>th</sup> November, 9am****

## **Next steps**

If you are successful in the initial screening stage, you will be invited for an informal telephone screening process in the week beginning **18<sup>th</sup> Nov**. Following this, the provisional interview date is **Tuesday 26<sup>th</sup> November** at our office base (Fivefields, 8-10 Grosvenor Gardens, London, SW1W 0DH).

The interview will involve some questions from young people, as well as a presentation of a pre-prepared task connected to the role and an individual strengths assessment quiz. We will send interview questions and task instructions in advance so that you have time to read, reflect, and plan.



Job Description

**Senior Youth Worker (Youth Voice - Individual Change)**

**Location**

Based in the community, secure settings, and our offices in London or Brighton. One day a fortnight can be from home.

**Salary**

£26,224 for 28 hours per week, based on a full-time equivalent salary of £32,780 per annum (depending on experience and qualifications). This is a fixed term contract for one year.

**Leave**

Full time entitlement is 25 days plus 8 Bank Holidays. We also offer 2 personal days and 3 discretionary days between Christmas and New Year. Leave is calculated on a pro-rata basis.

**Reporting to:**

Head of Youth Engagement and Participation

**Key Tasks**

**Co-ordination & Partnership**

- Work with Peer Leaders to plan, co-create and deliver multiple creative youth engagement projects that enable youth voice and influence, in secure settings and in the community
- Engage, train, support, and maintain trusted relationships with young people who have lived experience of care, justice, and social care agencies
- Lead on a specialist area of work across our Youth Engagement Team (e.g. inclusion, events, training, etc)
- Working with our 'Empathy Involvement Framework' (EIF) team, encouraging young people to engage in activities to support the development of this work

**Engagement, Care & Connection**

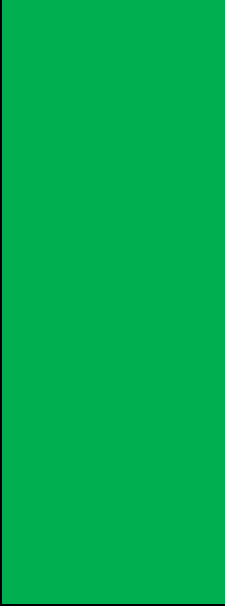
- Create trusted, caring relationships and group spaces where young people feel safe, confident, cared for and valued
- Ensure the expertise of young people is highly valued and their voices are heard and acted upon meaningfully
- Work with Peer Leaders to co-design and deliver youth engagement sessions across well-being, training and skills development, that support young people to reach their goals
- Ensure wellbeing support and accredited outcomes are achieved for young people that fits their development goals
- Ensure the safeguarding, welfare and care of young people, making referrals and partnership working as required
- Provide relational engagement, one to one and group support for Peer Leaders to achieve their goals
- Support young people to develop respect and tolerance towards others who have different beliefs, non-beliefs, disability, gender, identity or values, including those from a range of cultures, faiths and backgrounds

	<ul style="list-style-type: none"> <li>• Work with colleagues to build an anti-racist charity, and tackle oppression in all its forms ensuring that it is embedded &amp; explicit across our work</li> <li>• Ensure shared decision making with young people and the team in the development of youth engagement projects and Peer Power Youth policies and procedures</li> </ul>
<b>Finance and Management</b>	<ul style="list-style-type: none"> <li>• Responsible for effective impact monitoring and tracking of project spend relating to young people's activities</li> <li>• Manage and develop the induction and training of young people and ensure payment for involvement</li> <li>• Liaison with associates and artists to deliver projects</li> <li>• Recruit, train and support Peer Leaders, ensuring appropriate training and development to achieve and thrive at work</li> <li>• Health and safety responsibility for young people</li> <li>• Line management of youth workers, ensuring reflective learning space to develop relational practice</li> </ul>
<b>Impact, Evaluation and reporting</b>	<ul style="list-style-type: none"> <li>• Ensure effective and creative systems in place for evaluation, and report on individual outcomes for young people</li> <li>• Responsible for effective data management and recording of project activity using Beacon CRM system and processing in line with data protection policy and regulations</li> <li>• Ensure performance against agreed targets</li> <li>• Work with the communications team at Peer Power Youth to amplify the voices and work of young people</li> <li>• Provide timely and accurate reporting information</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>• Build and maintain trusted relationships across the Peer Power Youth community and positively represent the Charity</li> <li>• Maintain organisational culture, by living the values of Peer Power and modelling healthy working practices and relationships</li> <li>• Be a valued and proactive contributor to team development activities and core meetings</li> <li>• Follow Peer Power's policies and procedures</li> <li>• Work flexibly around youth engagement activity including evenings and occasional weekends</li> <li>• Ensure the proper use and security of all Peer Power Youth equipment</li> <li>• Undertake any other duties and reasonable requests in keeping with the nature of this post and to support the charity.</li> </ul>

## Person Specification

<b>Experience &amp; Skills</b>	<ul style="list-style-type: none"> <li>• Relevant professional qualification in youth work or working towards: (a) Level 3 certificate in youth work practice; and/or (b) Level 3 diploma in youth work practice <b>or</b> significant relevant experience or recognised degree in youth and community work</li> <li>• Lived or 'near' lived experience of justice/social care</li> <li>• Experience of line management</li> <li>• Experience of supervision or managing projects with young people</li> <li>• Recent and significant experience of engaging with young people with lived experience of justice and care services, and from marginalised communities</li> <li>• Recent and significant experience of the co-ordination, development and delivery of a specialist area of youth work (e.g. Participation, Arts, Violence Reduction, Youth Justice)</li> <li>• Skilled in effective recruitment and induction procedures for youth projects</li> <li>• Demonstrate good organisational skills and an ability to prioritise work</li> <li>• Ability to travel on a regular basis in a timely and flexible manner at various times of the day</li> <li>• Experience of well-being and welfare support, safeguarding and risk assessment</li> </ul>
<b>Knowledge &amp; Competency</b>	<ul style="list-style-type: none"> <li>• Understanding of approaches to youth voice, participation and peer support</li> <li>• Training, coaching or facilitation skills</li> <li>• Knowledge of issues and legislation impacting young people such as: justice, mental health, violence prevention, social care and secure settings</li> <li>• Understanding of social justice and a commitment to anti-racist and anti-oppressive practice</li> <li>• Ability to connect with young people relationally with cultural competence, building trust and supporting them to influence change</li> <li>• Ability to plan, evaluate and review work in partnership with under-supported and marginalised young people</li> <li>• Ability to work well as part of a team</li> <li>• Able to model excellent group facilitation and leadership skills</li> <li>• Good written, verbal and communication skills</li> <li>• Knowledge of health and safety, risk assessment and safeguarding procedures relevant to work with young people</li> <li>• Competent in use of IT</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Positive approach and enthusiasm for sharing power and decision making with young people</li> </ul>



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- Self-motivated, takes personal responsibility, able to work independently as well as lead
  - Values high standards of work and will ensure accountability and transparency to young people
  - Commitment to living and modelling the Peer Power Youth values through behaviour, actions and communication
  - Commitment to reflective practice and ongoing learning and development professionally and personally
  - Willingness to positively share relevant life experiences that are safe, trauma responsive and boundaried
  - Willingness to work flexibly (including evening and occasional weekends), occasional national travel
  - Ideally, use of own car for business purposes and full, clean driving licence

**Equal Opportunities:** We are committed to equal opportunities and welcome applications from all sections of the community, especially those who are underrepresented in charities. We aim to be representative of the community we are working with. We encourage applications from people of colour, those who identify as LGBTQIA, working class, differently abled, those living with mental health conditions, refugees and migrants. We welcome people from all identities who are made to feel marginalised.

Peer Power Youth, in compliance with the Disability Discrimination Act 1995, will seek to make reasonable adjustments to overcome barriers to employment caused by disability and/or neurodiversity, and encourages applications from these candidates. As an employer we make all reasonable adjustments to support employees in their work if they are disabled or have a health condition. We support the Access to Work scheme which could provide you with financial support to get the help you need to do all tasks successfully. We are happy to facilitate Access to Work assessments and reclaims, and actively welcome applicants who need this in order to do the job. Please let us know if we can do anything at application or interview stage to make the process more accessible by contacting: [recruitment@peerpower.org.uk](mailto:recruitment@peerpower.org.uk)

**Safeguarding:** We recognise our responsibility to safeguard the welfare of all children and young people and commit to recruitment practices which protect them. Our work involves regulated activity with children, young people and vulnerable adults and it is exempt from the Rehabilitation of Offenders Act 1974 and all subsequent amendments (England and Wales). We require all staff undertaking regulated work with children and young people to have an enhanced DBS disclosure and pre-employment checks. If you are offered a conditional role at Peer Power Youth, you will then need to complete a Declaration of Criminal Convictions Form and complete a satisfactory Enhanced DBS, Work Assessment & References check before the role offer is final.

**Recruiting Applicants with Criminal Records:** People who have criminal convictions are welcome to apply for roles at Peer Power Youth, and we consider each person on their own merit and in relation to the role offered. You can request our policy on recruiting people with criminal convictions. Further advice and guidance on disclosing a criminal record can be obtained from [Unlock](#).